

## Equality Impact Assessments – DiAG (08) 01

**Census Diversity Advisory Group members are asked to note the progress to date and proposed future plans for Equality Impact Assessment.**

### Introduction

1. ONS recognises its legal obligation to assess the impact of its proposals and policies on race, disability and gender. However ONS also plans to consider the impact of Census proposals and policies on all equality strands.
2. The objectives of the programme of equality impact assessments for Census are
  - To consider the impact of Census policies and procedures on groups covered by all of the equality strands (age, gender, race, disability, sexual orientation, religion/belief)
  - To minimise any negative consequences for those groups (and maximise opportunities for promoting equality) in a manner proportional to the impact.

### Progress to date - Questionnaire

3. Over the last three years, ONS has developed its proposals for the 2011 Census questionnaire and engaged in extensive consultation with users and other stakeholders during this development process.
4. ONS has identified which of the proposed questions are likely to have the greatest potential impact on equality and is in the process of carrying out impact assessments on these questions. Progress is reflected below.

Question	Progress
Ethnicity, religion and national identity	Full EIA completed and action plan published at <a href="http://www.ons.gov.uk/census/2011-census/consultations/equality-impact-report-for-ethnicity--identity--language-and-religion.pdf">http://www.ons.gov.uk/census/2011-census/consultations/equality-impact-report-for-ethnicity--identity--language-and-religion.pdf</a> and

	<a href="http://www.ons.gov.uk/census/2011-census/consultations/eia-eilr-action-plan.pdf">http://www.ons.gov.uk/census/2011-census/consultations/eia-eilr-action-plan.pdf</a>
Sex/gender	Initial assessment carried out
Sexual identity question not recommended	Initial assessment carried out
Age/date of birth	Initial assessment carried out
Disability	Full EIA underway
Other questions	Not yet started

### Future plans – Other Census policies and procedures

5. ONS has carried out a competitive tendering process to appoint a specialist agency to support further impact assessments on Census policies and procedures. Final contract negotiations are now taking place.
6. An initial list has been drawn up of the first set of policies and procedures to be considered.

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#### Policy/procedure

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##### Collection and follow up

- Field procedures
- Internet options IDC and WSH
- Publicity
- Community liaison
- Field materials

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##### Recruitment

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##### Outputs

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7. These impact assessments will be phased over the next 12-18 months at appropriate times during the generation of plans and proposals. A programme of awareness meetings has been taking place with Census managers to highlight the importance of building equality impact assessment into routine planning.

8. The impact assessments will consider and recommend mechanisms for appropriate community engagement.
9. Monitoring progress against action plans will take place at six monthly intervals by an EIA Scrutiny Group.

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